

NEWS

You've probably heard of cowboy poets, but how about a rancher sculptor?

Carl Jensen was raised on a ranch in Montana, and now ranches in Wyoming, where he is FSA's State Executive Director. He's also a nationally-recognized sculptor whose works can be found in galleries across the United States — most of them bronze figures of cowboys, horses, and other traditional Western figures, some of them life-size or larger.

Carl spent much of his life working for Boeing Aircraft Corporation, on the Minuteman ballistic missile program. The nature of the job meant that he had to pull up stakes and move every few years. But eventually he and his family tired of the rootless life and decided to settle down. He chose to return to ranching, and bought a place near Wheatland, Wyoming.

Carl has cherished a life-long interest in art, and especially sculpture, but until he returned to ranching he'd never had enough time to pursue it seriously. Even then, he never considered it as a career. That began to change when he took a small statue of a draft horse to a foundry to have it cast in bronze. The foundry's owner was so impressed, he offered to cast ten examples for free, if he were allowed to keep two. Carl sold each of his bronzes for \$350 — but the foundry owner took his to an out-of-state gallery where he got \$2,000 apiece.

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Capturing the West in Bronze



Carl rests after the dedication of his life-size sculpture "100 Year of Pulling Together," at the Central Montana Fairgrounds in Lewiston.

Administrator's Column



As you are well aware, civil rights is a subject of major concern and top priority with all of us these days.

As the Administrator of the Farm Service Agency, I assumed responsibility for the Department's farm credit programs some 18 months ago when USDA was reorganized.

I am well aware of the historical criticisms of discrimination that have been leveled at the Department's delivery of farm credit services to the Nation's minority producers.

Discrimination of any kind at any level of the Agency is not acceptable and will not be tolerated. I have repeated this message many times to FSA's employees.

This is why, in the 18 months I have overseen credit programs as FSA Administrator, I have taken many steps — including creating an Agency outreach office — to ensure fair and just delivery of services to the Nation's minority and female producers.

And that is why I welcome the Secretary's decision to ask the Office of the Inspector General to investigate the status of discrimination complaints against FSA. I repeat, I welcome this review as I do the other actions announced by the Secretary.

The investigation requested by the Secretary will go hand-in-hand with impartial reviews I have requested in other areas of the Agency to make certain that FSA discriminates against none, and provides services to all.

The forums held — at the national and State levels — will help bring clarity to whatever problems exist and should expedite solutions to those problems. I look forward to working with our fellow USDA agencies in this regard.

A handwritten signature in cursive script that reads "Grand Buntrock".

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Integrated Pest Management



Orchardist Jean Lynch is recognized for her efforts in promoting Integrated Pest Management. Pictured (left to right): Alexander Dowse, Pres., MA Fruit Growers Assoc.; Jean Lynch; Maurice Tougas, MA Pesticide Board; Paul Fischer, CED; Jonathon Healy, MA Commissioner of Food and Agriculture.

By Paul Fischer, CED Middlesex County, MA

In the past, farmers controlled pests by spraying or dusting their crops with whatever amounts of chemicals were needed. Those days are fast becoming history, because damage to the environment, coupled with the considerable cost of pesticides, has caused farmers, scientists, and government agencies to look for more efficient and environmentally responsible methods of controlling pests. Often called "sustainable agriculture," this new approach attempts to control pests and achieve optimum yields while avoiding as much damage to the environment and the soil as possi-

ble. After a slow start, sustainable agriculture is becoming more attractive to farmers with the help of new government programs, such as the Integrated Pest Management Program.

When we first began, we had a general concept of what IPM was, but absolutely no idea what constituted an IPM System or how to convince growers to adopt IPM on their farms. It was clear, however, that to develop and deliver such a program, we'd need the help of State agencies, private consultants, and farmers. With that in mind, we put together a collaborative effort involving members of



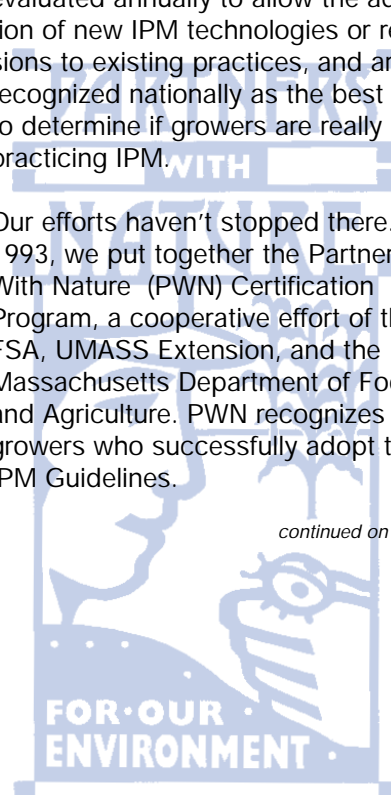
FSA, the University of Massachusetts (UMASS) Extension Service, and consultants.

The UMASS team developed crop-specific guidelines, which include nutrient management; cultural practices; pesticide application/spray records; insect, weed, and disease management; and weather/crop monitoring. As an incentive to integrated pest management techniques, farmers can qualify for a program under which the government shares some of the costs of using IPM methods. To be certified for the cost-sharing program, the farmer must earn a minimum number of points, and points must be earned in each category.

To date, we have developed IPM guidelines for sweet corn, strawberries, cranberries, potatoes, peppers, tomatoes, squash, pumpkins, cole crops and apples. The guidelines are evaluated annually to allow the adoption of new IPM technologies or revisions to existing practices, and are recognized nationally as the best tool to determine if growers are really practicing IPM.

Our efforts haven't stopped there. In 1993, we put together the Partners With Nature (PWN) Certification Program, a cooperative effort of the FSA, UMASS Extension, and the Massachusetts Department of Food and Agriculture. PWN recognizes growers who successfully adopt the IPM Guidelines.

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Employees Donate Leave In Time of Need



Cancer survivor Lisa Moon, partner Bryan, and daughter Lexi, treasure an active lifestyle more than ever.

Practically everything that is shared—whether tangible or intangible—seems to reap favorable benefits, including annual leave. The FSA leave-transfer program fosters a sense of goodwill among employees and warms the hearts of recipients and donors alike.

When she underwent surgery just two days after being diagnosed with breast cancer, Lisa Moon, of Storm Lake, Iowa, had no way of knowing if

her operation would be successful or if she would be able to return to work.

Moon had undergone chemotherapy and had to be hospitalized again. She tried to go back to work, but it was too soon; she was not strong enough to do it. She was able to stay home and recover more fully due to the Leave Donor Program.

Under the program, employees who have a personal or family medical emergency may be entitled to annual leave transfer and receive pay for time lost while in a nonpay status. This leave can come from USDA as well as employees in other Federal agencies which participate in the program.

To qualify, the employee must be absent and expect to be absent from work without paid leave for at least 80 hours, and without unemployment or workers' compensation benefits in connection with the medical emergency. In the case of a personal medical emergency, the employee must exhaust both annual and sick leave, including any available advanced leave before entering the program.

"I received leave from people all over the country who had no clue who I was," said Moon. "A lot of good people helped me through my bout with cancer. This program is a blessing because it helps people in need."

Moon says her life is somewhat back to normal. She is busy taking care of her daughter, Lexi, just like she used to. "She's what kept me going," said Moon.

Keep the leave-donor program in mind when the end of the year comes around. It benefits fellow employees who really need help.

(Excerpted from Pilot Tribune, Storm Lake, Iowa.)

"Dream Team" Farmers Receive Award



"Dream Team" of Agriculture shown left to right are Shawn St. Jean and Gary Jolin.

By Dawn S. Pindell, CED Windham County, CT

Shawn St. Jean and Gary Jolin, better known as the "Dream Team" of St. Jean Jolin Farm, received Connecticut's Outstanding Young Farmers' Award during a ceremony sponsored by the Jaycees. The farmers were nominated by FSA's Windham County Office and will represent Connecticut at the national competition to be held in Oklahoma in February. John Ennis, FSA County Committee Chairman, said the partners have overcome many odds that can hamper businessmen today from becoming successful farmers.

St. Jean and Jolin gained agriculture experience by working for other farmers. Shawn started on his own in 1989 at the age of 22 and began milking 15 Holstein cows on a rented farm. When the herd reached 50, he decided that he needed a partner; and, in 1992, Jolin, a graduate of the University of Connecticut, joined him.

They now milk 80 Holsteins, with a herd average of 19,800 pounds of milk per cow, and raise 60 young-stock while cropping 200 acres of hay and corn.

The two farmers were recognized for using practices to conserve soil and protect water quality. They apply cover crop each fall, use minimum tillage where needed, and test soil samples to avoid over application of nitrogen. They produce three cuttings of hay each year and have excellent yields in corn production.

The partners share responsibility for all aspects of the farm — herd management, finances, cropping, equipment maintenance, and land use negotiations. Both share a philosophy of discussing things to keep their partnership strong and let disagreements pass instead of holding onto anger. Their main focus is on the business of farming, a dream come true for this team!

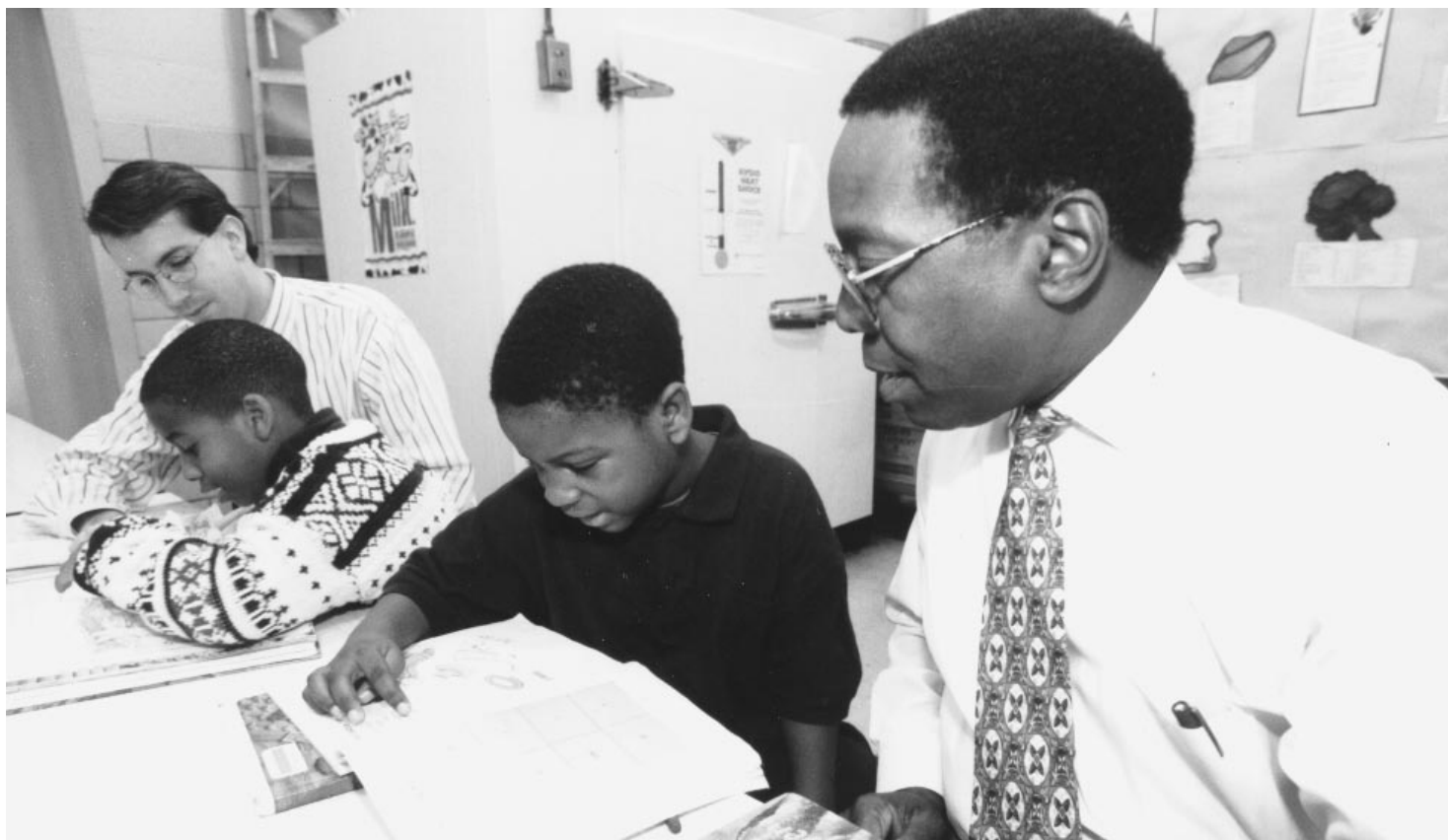
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Approved farmers receive a crop-specific Partners With Nature Handbook, a directory of agricultural resources, and a "Certificate of Recognition" from the Commonwealth of Massachusetts. They also get a license to use a trademarked "Partners With Nature" logo on their produce. The Partners With Nature Program is the only state sponsored IPM certification in the country.

Farmers greatly appreciate the use of the PWN logo. John Miczek, a vegetable grower and FSA/PWN participant in Leicester, Massachusetts said, "People want to know where their food comes from. They like to know we are concerned with pesticides and use as little as possible while giving them a good quality product."

The success of the Massachusetts program shows what is possible in promoting this new and exciting method of agriculture, and stands as a model for other States interested in adopting a comprehensive IPM program.

FSA Tutors Van Ness Students



Ben Myatt, left and Alex King tutor Van Ness students.

To demonstrate FSA's support of USDA's Partnership in Education Program, Administrator Buntrock has granted 2 hours a week of administrative time to employees who wish to tutor students at Van Ness Elementary School in Washington, DC, USDA's adopted school. "The students (kindergarten through 6th grade) are depending on us for that little extra assistance that can make the difference between a good education and a great education," said Buntrock.

Alex King, Assistant to the Deputy Administrator for Commodity Operations, represents FSA on a multi-agency team established by Secretary Glickman to increase USDA support for the school. According to King, Van Ness currently has an enrollment of approximately 450 stu-

dents. Because of limited physical space, tutors work from 9:30 a.m.-11:30 a.m., Monday through Thursday. "The tutorial program will last throughout the school year," comments King. "The objective is to assist the students through individual, group, or classroom tutoring to improve reading, comprehension and math skills."

Offering their assistance in the program are: Harold Schirmer, Lorene Carroll, Dana Smith, Sharon Miner, Dorothea Usual, Alex King, Ben Myatt, Daniel McGlynn, LaVonne Maas, Vinod Gulati, Gwendolya Toler, Shirlene Engle, Kimberly Grimes, Mary Durkin, and Monique McCombs.

"The partnership between USDA and Van Ness has been operational for over 12 years," commented

Cassandra Butler, Principal. "It has truly become an integral part of our total educational program here at Van Ness. When we don't get the support of these employees, the absence is really felt because the students benefit greatly from the one-on-one relationship with the tutors."

Bernice Brown, school counselor and coordinator of the Tutorial Program, has managed the scheduling and tutor/student match since the inception of the partnership. She views this as a productive and special relationship.

King says that even though the deadline for submitting applications has passed, additional volunteers are needed and applications are still being accepted. You can make a difference!

Looking Back...

In celebration of Black History Month (February), the following profile is presented:

George Washington Carver (1864 - 1943) was world-renowned for his achievements in agricultural research and was sought world-wide for his expertise in plant disease. Mahatma Ghandi solicited Carver's advice on building India's agricultural system. Carver's development of peanut milk — a more nutritious alternative to cow's milk — saved the lives of hundreds of babies in West Africa.

He helped unseat "King Cotton" as the tyrant of the one-crop South. He coaxed farmers into planting peanuts, sweet potatoes, and soybeans as money crops. Then he turned to his laboratory at Tuskegee Institute (now University) and discovered hundreds of uses for them — revolutionizing southern agriculture.

Carver was born a slave in Mississippi and earned a high school diploma after the Civil War while working as a farmhand. He attended Iowa Agricultural College while working as the school janitor. He received his Master's degree there and became the first African-American person to serve on its faculty.

Above all, Carver was a spiritual person. He never patented many of his discoveries: "God gave them to me; how can I sell them to someone else?" He turned down large salaries to work for Thomas Edison and Henry Ford and choose instead to work for the improvement of the quality of life for the disenfranchised: "If I took that money, I might forget my people."

His epitaph best sums up his life: "He could have added fortune to fame, but caring for neither, he found happiness and honor in being helpful to the world."

Sources: 365 Days into Black History From Slavery to Freedom, John Franklin



Recently, the staff of the HRD Training and Development Branch hosted a Training Expo at their L Street location to inform employees of the valuable resources available to them. Employees could talk with training specialists, view library materials, test career planning and multimedia software, and obtain handouts on training courses. Pictured are (left to right) Cheryl Fuller, FSA Career Development Center Manager, Susan Brown, and Arlene Bailey, Employee Development Specialists.

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Carl's discovery of this potential source of income couldn't have come at a better time. As luck would have it, the next year was a killer for ranchers in his area. A series of hailstorms pretty much destroyed his feed crops, and things were looking pretty bleak — except that he managed to pull down \$27,000 from the sale of his artwork.

Since then Carl's avocation has helped his family through other lean times as well. But as far as he's concerned, the best part is making

something with his own hands that other people appreciate and enjoy. Though some of his larger works are on display at fairgrounds, town squares, and other public places, he still enjoys producing smaller pieces too. He concentrates on trying to capture the feel of the Western way of life, especially as he remembers it from his childhood. "I really like doing those big work horses, because we still used them on my father's ranch up into the fifties," he says. "I mostly do sculpture of things having to do with agriculture, because that's what I know."

Weber Named Best USDA Bureaucrat by Farm Magazine

(The article below appeared in a recent issue of Top Producer recognizing Associate Administrator Bruce "Randy" Weber.)

Best USDA Bureaucrat by Jeanne Bryan

When Bruce "Randy" Weber first came to Washington, DC as a grain analyst in 1974, he was just a country boy with 14 years' experience in a local ASCS office.

Today, the Associate Administrator of the Farm Service Agency carries five Farm Bills under his belt. This year's deregulation of agriculture tested Weber's legendary knack for analysis: He was the first to forecast the increase in cash rents under the new farm law as landowners sought to get a piece of operator payments.

That honest analysis is what farmers like most about Weber. He's just a Kansas dairy hand who married his high school sweetheart, likes to bowl,

and happens to be the Nation's top grain number cruncher.

In fact, Weber is often the star attraction of commodity conventions. At the National Association of Wheat Growers' meetings, Weber has been invited to speak as the "wheat brain" for more than 10 years. The noisy convention hall turned silent, almost reverent last February, when he delved into implications of the 1996 Farm Bill.

"He's done policy analysis on wheat for so many years, he just knows the impact of policy changes," says Carl Schwenson, Executive Vice President of NAWG. "That was important with this Farm Bill. There were many players who were neophytes, and had ideas about policy changes, but no ability to analyze the consequences. Randy was helpful in getting these greenhorns to understand what they were proposing."

Santa at Work



In the spirit of the Christmas season, FSA staffers made the holiday brighter for the second-grade students at Van Ness Elementary School by collecting more than 80 gifts. Alex King, Assistant to DACO and project leader of the event, said thanks to the many caring gift givers in FSA and that their efforts enabled the children to each enjoy a gift from Santa.

Correction

In the November/December issue of NEWS, Tom Trantham was listed as a county committee member in South Carolina. He is a State committee member.